



Strategic Plan 2020 – 2024

Mission

Enhancing mental, social and emotional well-being.

Vision

To be a collaborative partner in supporting the evolving needs of children, youth and their families within the community

Values

Enhancing Strengths

Cultivate unique abilities, skills, positive attitudes and resiliency

Acting with Integrity

Support ethical and professional standards in all circumstances

Being Respectful

Think and act in a manner that shows others we care about their well-being

Promoting Advocacy

Ensure the youth that we support have a voice by gaining access to needed supports, overcoming barriers, and having their views and wishes genuinely considered

Embracing Inclusivity

Value the unique and diverse lived experience and history of all

WORK ENVIRONMENT

Goal:

Maintain a positive work environment through planning and supporting agency and staff development

Strategies:

- *Maintain succession plans for key positions*
- *Increase employee satisfaction and involvement*
- *Provide support for employee wellness and safety*
- *Imbed Diversity, Equity and Inclusivity (DEI) practices within the agency*
- *Sustain current levels of opportunities for staff development*
- *Continue to improve communication*
- *Move to new location*

CLIENT AND COMMUNITY

Goal:

Enhance partnerships, services and supports

Strategies:

- *Develop inclusive services to meet the needs of the diverse population*
- *Focus on Child, Youth and Family Engagement*
- *Increase community and political awareness and advocacy related to children's mental health*
- *Utilize information gathered from stakeholders*
- *To be an active partner providing seamless, mental health services with the Lead Agency and all partners*

CLINICAL PRIORITIES

Goal:

Strengthen evidence informed and evidence based practices

Strategies:

- *Promote a culture that sustains the development and implementation of evidence informed and evidence based practices*
- *Ensure clinical practices are equitable and reflect the needs in the community*
- *Implement EQ2 and ongoing training to sustain diverse modalities*

FINANCIAL

Goal:

Improve financial stability

Strategies:

- *Expand financial sources through donations*
- *Increase fundraising through Board involvement*
- *Allocate resources to support DEI initiatives*
- *Advocate with the Ministry of Health and Ministry of Children, Community and Social Services to increase funding*

